

Information Item

Educational Policy and Programs Committee

Part-Time Faculty Compensation in California Community Colleges: Employment, Salary, and Compensation Patterns

Assembly Bill 420 (Wildman) directs the Commission to conduct a comprehensive study of the California Community Colleges' part-time faculty employment, salary, and compensation patterns.

In this item, staff presents a status report on the progress to date in developing the AB 420 work plan, establishing a project schedule, and retaining a consulting firm selected to assist in conduct the study.

A draft report is expected as an information item at the February 2001 meeting, and for action in April 2001.

Presenter: Kathleen Chavira.



Part-Time Faculty Compensation in California Community Colleges: Employment, Salary, and Compensation Patterns

Background

Assembly Bill 420 (Chapter 738, Statutes of 1999) requires the California Post-Secondary Education Commission (CPEC) to conduct a comprehensive study of the California Community Colleges' part-time faculty employment, salary, and compensation patterns as compared to those of full-time community college faculty with similar education credentials and work experience. The legislation also requires that the study identify and address specific policy and fiscal options available to the Governor and Legislature regarding the issue of pay equity. The 2000-2001 Budget Act included an appropriation of funds for CPEC to contract an independent consultant to work with CPEC staff in conducting this comprehensive study.

Prior to securing funding for the study, the Commission engaged in preliminary activities which included developing a prospectus, identifying potential issues, and convening an advisory committee. Following funding approval, Commission staff identified and interviewed several potential consulting firms. Based upon its submitted proposal, MGT of America, Inc. has been selected.

Consulting firm selected

MGT of America, Inc. is a multi-disciplinary management research and consulting firm with regional offices in Florida, California, Texas, and Washington. The research team is comprised of individuals with relevant and senior-level experience in higher education as well as experience working with and in governmental entities.

Although the project will be directed by individuals in the local office, the project team will also draw upon the expertise and experience of individuals in MGT's regional offices. (See Appendix I for background information about the MGT project-team members).

Work plan

The Commission's AB 420 study will consider quantitative, qualitative, and comparative elements in order to identify and provide an analysis of reasons for any documented compensation inequities. MGT and Commission staff will undertake several research activities related to the AB 420 study. Specific activities will include a review of available literature

addressing the topic of part-time salary and compensation, collection of data on salary and compensation for both full-time and part-time faculty employed at community college campuses, and a survey of faculty. (Appendix II contains a copy of the Project Charter which provides an overview of the project and details the study work plan.)

Project schedule Commission staff and the consulting firm will continue to conduct research activities related to AB 420 throughout September and October. Support staff, added specifically for this project, has been researching and gathering relevant data and reports. In addition, specific data files have been requested from the California Community Colleges Chancellor's office, and all community college campuses have been contacted directly to establish a campus liaison for survey distribution.

Analysis of the gathered data is anticipated to occur during November, and preliminary results are expected to be available by mid-December. It is anticipated that the Commission will review its report as an information item in February 2001, and as an action item following in April.

Appendix I

MGT Proposed Project Team CPEC AB 420 Study

- ***Fred Forrer -- Partner-in-Charge.*** Mr. Forrer has more than 14 years of experience working with both high-level executives and operations staff and has successfully completed more than 20 major engagements evaluating and assisting government agencies with performance evaluations. Before joining MGT, Mr. Forrer served on the California State Auditor's executive staff, where he testified before the Legislature and managed sensitive evaluations.
- ***Jannelle Kubinec -- Project Director.*** Ms. Kubinec has broad-based analytical skills applied to education, environment, economic and infrastructure issues. She has experience developing strategic and business plans for public and private sector organizations and an extensive background designing and executing qualitative and quantitative program evaluations. She also has provided policy recommendations and analysis to the California Legislature in the areas of education finance, teacher quality, and school governance.
- ***Tom Jons.*** Mr. Jons specializes in information technology, planning and management systems, and educational research and policy analysis for schools, universities, colleges, states, and associations. Areas of expertise include enrollment planning, information systems, database development, finance, budgeting, and policy analysis.
- ***Dr. Mary McKeown-Moak.*** Dr. McKeown-Moak has over 30 years of experience in education as an educational administrator working with universities, school districts, Boards of Education and Regents in Michigan, Illinois, Maryland, and Arizona. She has worked in the areas of financial and capital planning, budgeting and resource allocation, and strategic planning and has developed funding formulas for universities, community colleges, special education, pupil transportation, categorical aid, and general school aid.
- ***Megan Atkinson.*** Ms. Atkinson has 5 years of experience in the legislative process. She has published analyses of state government budget, program, business, and regulatory issues. In addition, she has testified as the Legislature's expert budget and policy staff on consumer protection, tax program administration, agriculture, and gambling issues.

Technical Advisors:

- ***Dr. Kent Caruthers.*** Dr. Caruthers' experience includes senior professional and leadership roles in universities, state agencies, national research centers and consulting organizations as it pertains to planning, budgeting and management systems. As Senior Partner of MGT of America, Inc., he is national director of the higher education practice and National Director for Higher Education 1999 - present; responsible for financial management, business operations and long-range planning and serves as corporate secretary and treasurer. He also conducts projects for public and private organizations that require quantitative and qualitative analyses.
- ***Professor David Leslie.*** Professor Leslie teaches at the College of William and Mary. He is a recognized expert on the subject of part-time faculty salaries in higher education. He has authored numerous articles on the issue and made several formal presentations in academic and professional settings.

Appendix II Project Charter for California Postsecondary
Education Commission -- AB 420
